

Ref. IGATE/829779/IND/2015

Name: **Sarathchandar Chandrasekhar**

**September 14, 2015**

Employee Id: **829779**

Dear Sarathchandar,

At IGATE, employee performance forms the core basis for annual compensation review and career enhancement apart from ensuring parity.

Your performance has been reviewed and your performance banding for your 1st year anniversary appraisal is "**Met Expectation**".

In recognition of your performance your compensation has been revised to **INR 2,40,756** per annum effective **September 15, 2015**.

Details of your revised compensation are given in Salary Annexure.

We look forward to your very active participation and contribution in our journey of scaling newer heights and in making IGATE a world class organization.

Wishing you a happy and rewarding career with IGATE!

With Best Regards,



**Srinivas Kandula**

**EVP & Chief People Officer**

### **Salary Annexure**

**Employee Code:** 829779  
**Employee Name:** Sarathchandar Chandrasekhar  
**Effective Date:** September 15, 2015

<b>Monthly Component</b>	<b>Amount(Rs.)</b>	<b>Yearly Component</b>	<b>Amount(Rs.)</b>
Basic	7,500	Leave Travel Allowance	7,500
House Rent Allowance	3,750	Co's contribution to Prov Fund	12,240
Dearness Allowance	1,000	Group Gratuity Scheme	4,908
Personal Allowance	1,534	**Insurance Premium	4,500
Food Allowance	1,100		
Conveyance Allowance	800		
Medical Allowance	1,250		
Advance Statutory Bonus	700		
<b>Monthly Gross</b>	<b>17,634</b>	<b>Annual CTC</b>	<b>2,40,756</b>

\*\*Insurance premium – Coverage includes Personal Accident and Life Insurance Cover for an employee, and Mediclaim Insurance as per existing policy which is subject to change on renewal during July each year.

Please note that your acceptance of the above mentioned compensation will be considered as an acceptance of the other terms and conditions of the employment as per Company policy, as amended from time to time.